



Personality



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Meaning

- As per the Carl Jung *"Personality is the sum total of the psychological qualities that contribute to a person's uniqueness."* Jung highlighted the importance of both the conscious and unconscious aspects of the mind in shaping personality, focusing on concepts like archetypes and individuation.
- It encompasses both the internal psychological qualities and external behaviors that make someone distinct from others.

Personality

Thoughts

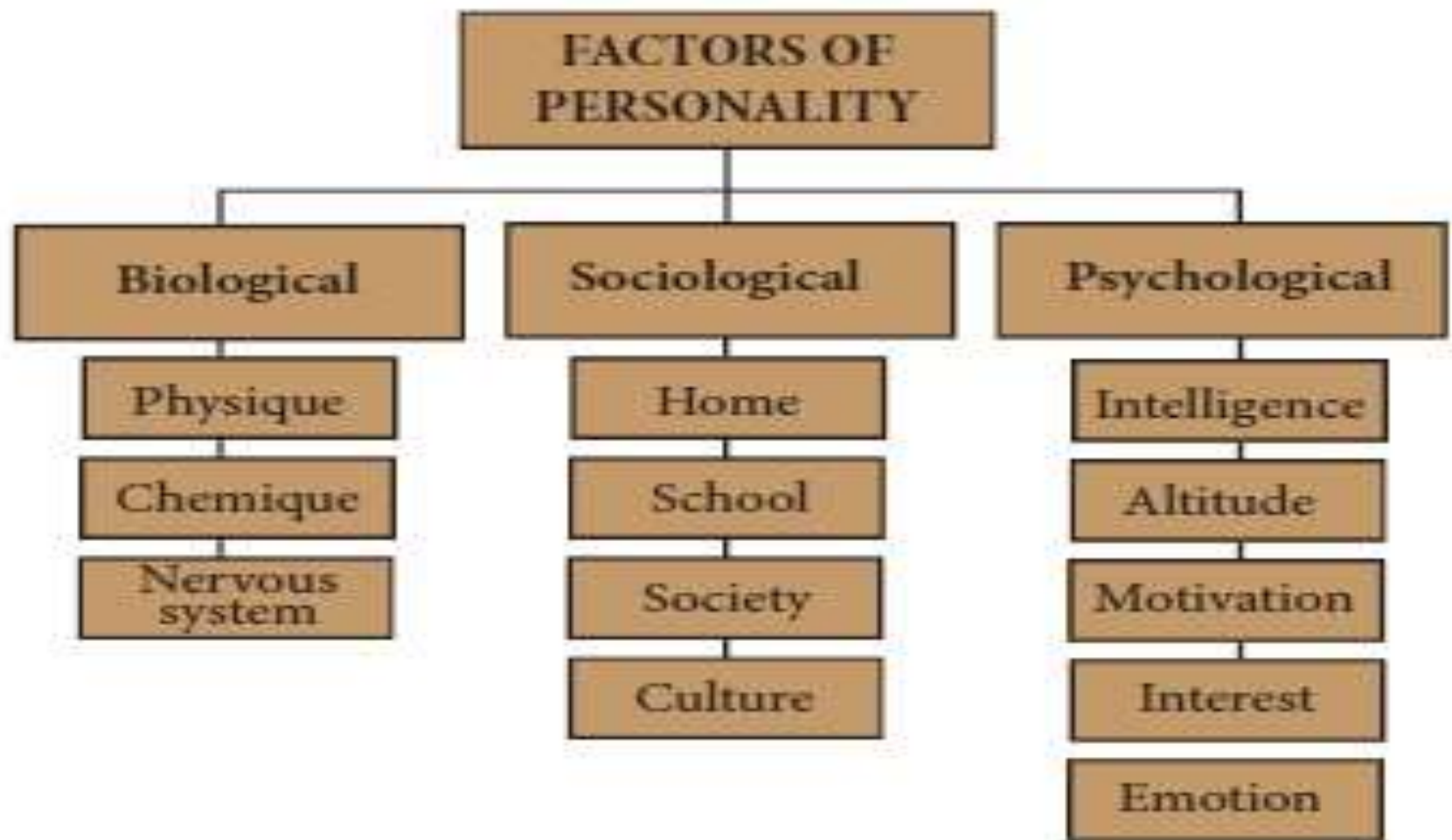


Feelings



Behaviors





▲ Fig. 1 Factors influencing personality

1. Genetics (Hereditary Factors)

- **Inherited Traits:** Personality traits like temperament, introversion/extraversion, and emotional reactivity are partly inherited from parents. This means that some aspects of personality are genetic.
- **Biological Factors:** Genetic makeup influences brain structure, neurotransmitters, and hormones, which can affect behaviors, emotions, and personality traits.

2. Environment (Social and Cultural Factors)

- o **Family Influence:** Early childhood experiences, such as parenting styles, attachment to caregivers, and family dynamics, play a significant role in shaping an individual's personality.
- o **Cultural Influence:** The culture in which a person grows up influences values, beliefs, social norms, and behavioral patterns.
- o **Peer Influence:** Social interactions with peers, friends, and colleagues can shape behavior, self-esteem, and social attitudes, affecting personality development

3. Socialization

- o **Education and Learning:** The social and educational environment, including schooling, societal expectations, and peer group interactions, helps shape an individual's personality through learning, exposure to new ideas, and societal values.
- o **Life Experiences:** Experiences such as trauma, success, failure, and other significant life events influence how individuals respond emotionally and socially, thereby shaping personality traits like resilience or anxiety.

4. Psychological Factors

- o **Cognitive Development:** An individual's way of thinking, perception, and how they interpret the world contributes to personality. For example, someone with an optimistic worldview may develop different personality traits compared to someone who tends to see the world negatively.
- o **Motivation:** Intrinsic and extrinsic motivations, such as the desire for achievement, recognition, or personal growth, contribute to personality development.
- o **Emotional Factors:** How individuals handle emotions, regulate them, and express them plays a crucial role in shaping their personality.

5. Situational Factors

- **Life Events:** Major events, such as marriage, career changes, moving to a new place, or facing crises (e.g., loss, illness), can cause personality changes or adaptations.
- **Social Roles:** The roles a person adopts (e.g., student, parent, employee) can influence their behaviors, attitudes, and interactions, thereby affecting personality development.

Theories of Personality



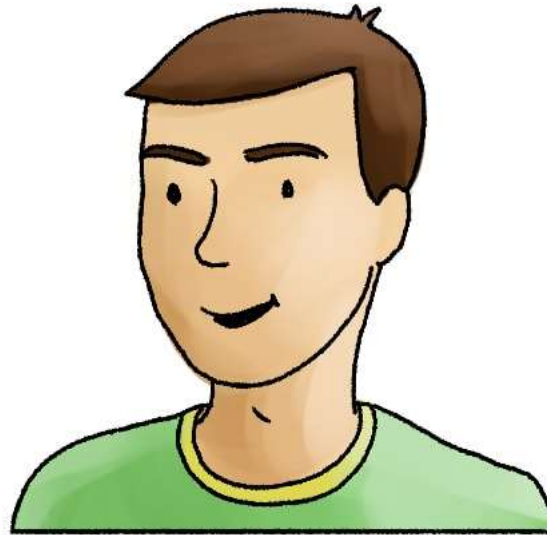
1. Psychoanalytic Theory of Personality

Freud's psychoanalytic theory of personality focuses on the influence of unconscious processes, early childhood experiences, and inner conflicts on an individual's behavior and personality development.

- **Id:** The primal, unconscious part of the personality driven by **pleasure** and immediate gratification.
- **Ego:** The rational part of the personality that operates on the **reality principle**, mediating between the desires of the id and the constraints of the external world.
- **Superego:** The moral conscience, representing internalized societal rules and standards, guiding behavior through the **morality principle**.



Id:
Instincts



Ego:
Reality



Superego:
Morality

2. Socio-psychological Theory

- o The **socio-psychological theory of personality** emphasizes the role of social and psychological factors in shaping an individual's personality.
- o This theory focuses on how social interactions, cultural contexts, societal norms, and the social environment influence a person's personality development.

3. Trait Theory

The Big Five Personality Traits (Five-Factor Model)

- o The **Big Five** is the most widely accepted and researched trait theory today. It identifies **five broad dimensions** of personality, which are:
 - o **Openness to Experience:** Creativity, curiosity, and willingness to try new things.
 - o **Conscientiousness:** Organization, dependability, and responsibility.
 - o **Extraversion:** Sociability, assertiveness, and excitement-seeking behavior.
 - o **Agreeableness:** Compassion, cooperation, and trustworthiness.
 - o **Neuroticism:** Tendency toward negative emotions, such as anxiety, sadness, and emotional instability.

4. Self Image theory

- o **Self-image** refers to how individuals perceive themselves, including their physical, social, and psychological attributes.
- o A **positive self-image** leads to higher self-esteem, confidence, and well-being.
- o A **negative self-image** can cause low self-esteem, anxiety, and social withdrawal.
- o **Carl Rogers** emphasized that **self-image** influences psychological health and the alignment between real and ideal self.
- o **Self-image** influences behavior, with a positive self-image leading to more assertiveness and confidence.

Relationship between (OB) and Personality

- **Influence on Work Behavior:** Personality affects how employees perform tasks, make decisions, and approach challenges. For example, **conscientious employees** are likely to be more organized and productive, while **neurotic employees** may experience higher levels of stress and anxiety at work.
- **Team Dynamics:** Different personalities contribute to team dynamics. For instance, **extraverted** individuals may take on leadership roles and energize others, while **introverted** individuals might prefer solitary tasks or provide thoughtful analysis in group settings.
- **Leadership Styles:** Personality traits influence leadership styles. A **charismatic leader** may exhibit traits of **extraversion**, while a **more reserved leader** may show traits of **introversion**.

○ **Conflict Resolution:** Personality influences how individuals manage conflict. Those high in **agreeableness** are likely to seek harmony and avoid confrontation, while those with a higher degree of **assertiveness** or **dominance** may handle conflicts more directly or even aggressively.

○ **Job Satisfaction and Engagement:** Employees' personalities can affect their **job satisfaction** and **engagement**. For example, employees high in **openness to experience** may be more receptive to change and innovation, while those with lower openness may resist new approaches.

○ **Motivation and Performance:** Personality traits influence employees' motivation to work. For example, individuals with high levels of **self-discipline** (a trait of conscientiousness) are typically more motivated to meet goals, which directly impacts their performance at work.

CONCLUSION

Personality shapes the way individuals behave in an organization, influencing everything from teamwork and leadership to job satisfaction and performance. Understanding personality in OB helps organizations improve employee engagement, manage diversity, and create a more effective and harmonious work environment.



Thank You